




WOW // Work and
Opportunities
for Women

Women's Economic Empowerment and Climate Change

An Update to the WOW Targeted Guidance 3 Primer

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Query Question:

1. Since April 2021, how have policy and institutional set-ups, financing, climate action and the latest evidence on gender/women's economic empowerment and climate change changed?
2. What has been the impact of these changes on women's economic empowerment outcomes? Outline changes related to addressing gender specific constraints and barriers; access to decent work and control over work-related decisions; access to and control over economic assets.
3. What are some recommendations to FCDO and other UK government departments to achieve more and better women's economic empowerment in climate action?

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Acronyms

COP	Conference of the Parties
CSA	Climate-smart agriculture
ESG	Environment, Social and Governance
FCDO	Foreign, Commonwealth and Development Office
GAP	Gender Action Plan
GHG	Greenhouse Gas
GBV	Gender-Based Violence
GBV AoR	Gender-Based Violence Area of Responsibility
IKS	Indigenous knowledge systems
IPCC	Intergovernmental Panel on Climate Change
LGBTQI	Lesbian, gay, bisexual, transgender, queer or questioning and intersex
LMICs	Low- and Middle-Income Countries
LWPG	Lima Work Programme on Gender
NAP	National Adaptation Plan
NCQG	New Collective Quantified Goal
NDC	Nationally Determined Contributions
PES	Payments for Ecosystem Services
TG	Targeted Guidance
UAE	United Arab Emirates
UNFCCC	United Nations Framework Convention on Climate Change
WEE	Women's Economic Empowerment
WOW	Work and Opportunities for Women

Executive Summary

New evidence on women's economic empowerment and climate change reinforces the opportunities for action presented in the primer and highlights the need to prioritise gender-responsive policy and gender-just financing as well as programming. This report summarises new evidence and presents a revised framework for action (see Figure 1) which adds in new actions on policy and finance, and provides new examples and tools that can be integrated into policy and programming and support action from the UK government and business (see Table 1).

The global context presents increasing challenges for more and better women's economic empowerment in climate change action. Recent years have seen a growing global roll-back in the rights of women, LGBTQI+ people and refugees (Ahmed 2020, Amnesty International 2022, FCDO 2023, Saldinger 2022). The COVID-19 pandemic led to lasting gendered direct and indirect effects on health and care needs, economic shocks due to people's inability to work, increases in violence against women, and negative effects on education due to the closure of schools (Jenkins and Hearle 2023, UN Women and Unstereotype 2022, UN Women 2022). A cost-of-living crisis, tightening financial conditions in most regions, Russia's invasion of Ukraine, and the lingering economic impacts of the COVID-19 pandemic have contributed to global economic slowdown and high global inflation, with a disproportionately negative effect on women and girls (IMF 2022, Rafiq 2022, WEF 2022b).

There is a rapidly closing window of opportunity to secure a liveable and sustainable future for all and current plans and climate finance flows are not enough (IPCC 2023). Evidence continues to demonstrate that vulnerability to climate change is exacerbated by inequity and marginalisation linked to gender, ethnicity and low income. At the same time there is growing recognition that progress on gender equality and climate change are inextricably linked with women increasingly recognised as key changemakers in climate change responses (Altunbas et al. 2021, Deininger et al. 2023, Gambacorta et al. 2022, Erman et al., 2021).

Women's economic empowerment and climate change policy, financing and programming are evolving in this context. COP27 which took place in November 2022 in Sharm El-Sheikh, Egypt provided mixed results on diversity and inclusion in climate policymaking whilst evidence emerged that the Lima Work Programme on Gender and its Gender Action Plan have driven progress in integrating gender considerations (CDKN 2022, NAP Global Network 2022, UNFCCC 2022). Climate finance is evolving in how finance goals are calculated, the integration of gender and justice lenses, and the reform of multilateral institutions. A Global Stocktake is currently assessing the collective progress countries have made to achieve the objectives of the Paris Agreement.

Climate change actions are simultaneously evolving with just transition, decarbonisation and renewables, agriculture, health and emergency warning systems emerging as priorities pre-COP28, which is due to take place 30 Nov 2023 – 12 Dec 2023. Net Zero commitments have increased since 2021 (Cabinet Office 2022) though many lack credible action, and carbon markets and environment, social and governance (ESG) reporting and investment have also expanded (Chestney 2022, McKinsey 2021, PwC 2022, UNEP 2022). Climate activism is growing, with serious risks especially for land and environment defenders (Global Witness 2022). Climate litigation is emerging as a powerful tool to enforce or enhance climate commitments made by governments and against fossil fuel companies and corporate actors (Setzer and Higham 2022). The care economy remains undervalued despite evidence that investment in the care sector could produce less greenhouse gas emissions and create more jobs compared to, for example, the same investment in construction (Diski 2022).

For women to succeed and advance economically, and have the power to make and act on economic decisions to enhance their well-being and position in society, the latest evidence suggests:

Access to decent work and control over work-related decisions: Women are still overrepresented in the lowest paid and informal jobs and are less likely to hold green jobs without policy interventions (OECD 2023, WEF 2022). These include reskilling and upskilling women for green jobs in sectors that they are already working in (e.g. agriculture and forestry), nurturing women's networks in male-dominated green sectors (e.g. construction, energy and transportation), supporting women's transition to the formal economy (e.g. by organising women into cooperatives) to facilitate women into higher-paid jobs with better working conditions (CARE International 2022, UN Women and AfDB 2023). Women's economic empowerment would also be supported by broadening the concept of green jobs to include sustainable forms of work such as care and social work.

Education and skills building, that challenge the social norms that prevent women's economic empowerment, are still needed for women workers to participate in the green economy (OECD 2023, UN Women 2020). Women innovators and entrepreneurs represent an untapped market potential for climate finance (2X Challenge 2023). Programmatic interventions can also be used to support women climate entrepreneurs such as procurement reforms, building capacity to access public tenders, linking women climate entrepreneurs to investors, business coaching and peer to peer learning, and incubation programmes (UN Women and AfDB 2021). There is increasing recognition of the need to ensure women workers are protected from violence, exploitation and harassment (van Daalen et al. 2022), though there is a gap in the evidence in relation to green jobs.

Access to and control over economic assets: Data is scarce on how women's ownership, control and management of land has changed in recent years (Jenkins and Hearle 2023) though new evidence shows that legal protections for women's land rights remain low (measured by the presence of two out of six proxies in the legal framework) in 50% of countries (FAO 2023). Further evidence has emerged that securing indigenous rights and land tenure is an effective way of protecting the environment (FAO and FILAC 2021). There is little evidence available to show whether indigenous women now have more secure land tenure or land governance decision-making power. However, in grey literature, indigenous women are being increasingly recognised as key change agents (OHCHR 2022).

Women in agriculture still have significantly less access than men to agricultural inputs and technologies and there has been little progress in women's access to digital assets (FAO 2023). Integrating climate adaptation into social protection programmes, including cash transfers and public works programmes, increases resilience to climate change, especially when supported by basic services and infrastructure (IPCC 2023). However, research on social protection programmes that integrate climate-resilience objectives to address gender inequality is still nascent (Nesbitt-Ahmed 2023).

Addressing gender specific constraints and barriers: Despite evidence and greater policy commitments to women's participation and leadership in climate policy, this has not been matched by significant increases in women's participation or leadership in climate processes (WEDO 2022). In business, however, evidence is strong and growing that women's leadership strengthens climate innovation and improves climate outcomes (Altunbas et al. 2021, Kreuzer and Priberny 2022, (Rjiba and Thavaharan 2022, Gambacorta et al. 2022). New evidence specifically on engaging women's organisations was not found. There is increasing evidence on the importance of indigenous knowledge in designing effective climate change action (Mbah et al. 2021, Brondízio et al 2021). Collaboration and coproduction of knowledge with indigenous communities can support economic transitions toward sustainable use of natural resources and diverse local economies and potentially reduce violence and conflict (Mbah et al. 2021).

The political empowerment of women, including civil liberties, participation in civil society and participation in political debates, has been shown to reduce vulnerability to climate change (Asongu et al. 2022). Intersecting identities shape women's participation in climate change adaptation

programmes, with identities based on caste, religion and socio-economic status impacting on different women's experiences (Ranjitkar and Haukanes 2022). Social norms, power dynamics, and gendered rules are embodied in an economic system that drives the climate and inequality crises and ignores the care economy (Arora-Jonsson et al 2022, Women's Budget Group and Women's Environmental Network 2022). Removing gendered legal barriers to women's economic empowerment can be complemented by legal reforms that promote gender equality and incentivize women to increase their participation in the economy.

Data, evidence and analysis: Evidence continues to demonstrate the gender-differentiated effects of climate change (Deininger et al 2023). There is growing recognition that gender data is an essential tool to strengthen gender-responsive climate adaptation and resilience, reduce and redress loss and damage, and advance countries' progress on climate goals and strategies (Data 2x, IISD and WEDO 2022). However, evidence that climate change policy decision-makers are prioritising or making best use of existing data and tools is limited.

WOMEN'S ECONOMIC EMPOWERMENT AND CLIMATE CHANGE: A FRAMEWORK FOR ACTION								
EVIDENCE Use gender data, evidence and analysis to better understand context, intersectionality and power dynamics and to design better climate change responses			POLICY Ensure gender-responsive policy and programming by raising the profile and fully implementing the Lima Work Programme on Gender and its Gender Action Plan which place women's economic empowerment and the just transition as central to climate policy and action			FINANCE Advance gender-smart and just climate finance through existing climate funds, new initiatives and in the reform of multilateral development banks and international finance institutions		
PROGRAMMING								
Address gender-specific constraints and enablers			Access to decent work and control over work-related decisions			Access to and control over economic assets		
Promote women's leadership in climate processes and in business	Engage women's organisations, especially indigenous women, in climate processes	Change the rules and challenge social norms that create barriers to WEE and climate resilience	Ensure women get decent jobs in green sectors and the transition to net zero	Enhance education and skills for women workers in the green economy	Champion women innovators and entrepreneurs in the green economy and transition to net zero	Ensure women have access to and control over natural and communal assets	Ensure women have access to and control over digital technology	Build women's resilience to climate shocks

Figure 1 Women's Economic Empowerment and Climate Change: A Framework for Action

1. Introduction

1.1. Background and purpose of the update

In April 2021, the WOW Helpdesk published [Women's Economic Empowerment and Climate Change: A Primer \(TG3\)](#). Its purpose was to help the UK government to better understand the differential effects of climate change on women and men and to support the inclusion of women in climate action. The primer provided the latest thinking about how women's economic empowerment and climate change intersect, specifically how climate action can support women's economic empowerment and how women's economic empowerment can contribute to climate and environmental outcomes.

This report reviews progress on women's economic empowerment and climate change since the primer was published. Climate science and policy has continued to evolve, as has evidence on how it relates to women's economic empowerment. The report will be used to support transformative women's economic empowerment outcomes in climate action by the UK government and business, including in the build-up to COP28. COP28 will be held in Dubai from November 30th to December 12th, 2023.

1.2. Key questions, methodology, audience and report structure

This report aims to answer the following questions:

1. Since April 2021, how have policy and institutional set-ups, financing, climate action and the latest evidence on gender/women's economic empowerment and climate change changed?
2. What has been the impact of these changes on women's economic empowerment outcomes? Outline changes in addressing gender specific constraints and barriers; access to decent work and control over work-related decisions; access to and control over economic assets.
3. What are some recommendations to FCDO and other UK government departments to achieve more and better women's economic empowerment in climate action?

This review has been undertaken through desk-based research from March – May 2023. This is a rapid review of existing work in this area, and not an academic paper and thus does not take a comprehensive or systematic review standard. Existing evidence reviews and mixed-methods studies, and evidence from/about low- and middle-income countries, have been prioritised. The strength of the evidence and any evidence gaps are stated. As much as possible, geographical/regional variations are highlighted and an intersectional approach has been used. The primary audience for the report is individuals working for FCDO and other UK government departments who are working on climate change, including in the build-up to COP 28.

The report structure follows the three questions. Section 2 outlines the key changes in the global context, new evidence on climate change and gender equality, how climate change policy, institutions and financing have evolved, and key climate action since April 2021. Section 3 assesses the impacts of these changes on women's economic empowerment outcomes, including case studies. Section 4 makes recommendations to FCDO and other UK government departments to achieve transformative women's economic empowerment outcomes in climate action.

2. What has changed since April 2021?

2.1 Global context on gender and women's economic empowerment

Recent years have seen a roll-back in the rights of women, LGBTQI+ people¹ and refugees, which is gaining momentum at international, national and community levels, and amplified online (FCDO 2023). At the national level, countries such as India, Brazil, the Philippines and United States have seen a shift towards nationalist political leaders and authoritarianism. Many nationalist parties emphasise the importance of traditional gender roles in the family (Fangen and Skjelsbaek 2021) and the rise of authoritarianism closes civic spaces for women's rights organisations and other civil society organisations to advocate for their rights. Conservative forces and religious fundamentalists have forged alliances to oppose gender equality and women's rights and have become increasingly well organised and strategic when mobilising in international fora such as the UN General Assembly, the UN Human Rights Council, the UN Commission of the Status of Women and the European Parliament (Birchall 2020).

The real and lasting impact on people's lives is evidenced in, for example, the oppressive restrictions on women and girls' rights across Afghanistan since the Taliban seized Kabul in August 2021, the emboldening of anti-rights advocates and loss of protections for survivors of gender-based violence (GBV) when Turkey withdrew from the Istanbul Convention, and the repeal of Roe v Wade restricting women's access to reproductive healthcare in the United States and fuelling anti-abortion movements globally (see Ahmed 2020, Amnesty International 2022, FCDO 2023, Saldinger 2022).

The COVID-19 pandemic, and accompanying government policies, led to lasting gendered direct and indirect effects on health and care needs, economic security, increases in violence against women, and negative effects on education due to the closure of schools, unequal digital access whilst learning at home, and an increased drop out of students when schools reopened. There is strong evidence that the COVID-19 pandemic negatively impacted gender norms and women's unpaid care work, entrenching attitudes that women are responsible for childcare, leading to persistent gender pay gaps and job segregation (Jenkins and Hearle 2023, UN Women and Unstereotype 2022). A setback in attitudes towards and risks of gender-based violence coincided with a reduction in services to support survivors (UN Women and Unstereotype 2022; UN Women 2022). Progress on gender equality has not yet recovered to pre-pandemic levels and the time it will take now to reach full gender parity has increased from 100 years in 2020 to 132 years in 2022 (WEF 2022a).

A global economic slowdown and high global inflation have characterised the last two years, with a disproportionately negative effect on women and girls. Factors include the cost-of-living crisis, tightening financial conditions in most regions, Russia's invasion of Ukraine, and the lingering economic impacts of the COVID-19 pandemic (IMF 2022). Global economic growth is forecast to slow with emerging market and developing economies faring slightly better than advanced economies (IMF 2022). Over the past two years, prices of products aimed at women have risen even faster than those for men (WEF 2022b). At the same time, women are less likely than men to receive a salary rise at a rate higher than the rate of inflation in 2022 (WEF 2022b). Inflation also hits people more who are in debt or on a fixed income (such as social protection recipients), both of which are disproportionately women (IWPR 2021). In Sri Lanka, inflation has soared to over 60% and women and other marginalised communities have been particularly hard hit, often struggling to meet basic needs due to the depreciation of their low wages (Rafiq 2022).

¹ LGBTQI+ is an initialism that stands for lesbian, gay, bisexual, transgender, queer or questioning and intersex. The '+' represents people who are part of the community, but for whom LGBTQI does not accurately capture or reflect their identity.

2.2 Science

Escalating rates of climate change have led to widespread negative impacts to nature and people, with vulnerable communities, who have historically contributed the least to current climate change, being disproportionately affected (IPCC 2023).² Any further increase in global temperatures will further increase the negative impacts on nature and people. Even limiting global temperature rise to 1.5°C is not safe for all. At this level of warming, for example, 950 million people across the world's drylands will experience water stress, heat stress and desertification, while the share of the global population exposed to flooding will rise by 24% (IPCC 2023).

Vulnerability to climate change is exacerbated by inequity and marginalisation linked to gender, ethnicity and low income, especially for many Indigenous Peoples and local communities (IPCC 2023). Vulnerability is higher in locations with poverty, governance challenges and limited access to basic services and resources, violent conflict and high levels of climate-sensitive livelihoods (e.g., smallholder farmers, pastoralists, fishing communities) (IPCC 2023). There is a rapidly closing window of opportunity to secure a liveable and sustainable future for all. Holding global warming to as close to 1.5°C or lower is critical to limit the negative impacts on nature and people. This requires rapid, deep and immediate greenhouse gas emissions reductions in all sectors before 2030. However, current plans implied by nationally determined contributions (NDCs) and climate finance flows are not enough and make it likely that global warming will exceed 1.5°C to the detriment of all, particularly the most vulnerable (IPCC 2023).

2.3 Gender equality and climate change

There is growing recognition that progress on gender equality and climate change are inextricably linked (Deininger et al. 2023) **with women increasingly being recognised as key changemakers in the climate change response** (Altunbas et al. 2021, Gambacorta et al. 2022, Erman et al., 2021). The narrative on the gender-climate nexus is gaining prominence in policy, Nationally Determined Contributions (NDCs), and in climate finance and investments, although the systematic inclusion of women's leadership remains far from what is required (Deininger et al. 2023).

There is a nascent, but growing, body of programmatic case studies in sectors with high potential for gender and climate impacts, including in enhancing access to green jobs and skills, providing adaptive social safety nets and livelihood diversification, investing in resilience and disaster risk reduction, and addressing GBV in climate action (Deininger et al. 2023).

Further evidence has been produced on women and marginalised groups' greater risk to the adverse effects of climate change such as food shortages and malnutrition (WFP, 2021; UNICEF, 2021), reductions in the income-generating potential of nature-based sectors where women are overrepresented such as agriculture, fisheries and forestry (Deininger et al. 2023), increased risks of exploitation and trafficking, limited access to healthcare, reduced access to formalised safety nets (UNHCR, 2022), and an increase in GBV and child marriage (Desai & Mandal, 2021; Rodrigues, 2022).

2.3 Policy frameworks, institutions and financing

COP27 in Nov 2023 in Sharm El-Sheikh, Egypt saw “a mix of progress and backsliding” on diversity and inclusion in climate policymaking³. The [Sharm el-Sheikh Implementation Plan](#) (decision 1/CP. 27) includes provisions encouraging Parties to increase the full, meaningful and equal participation of women and to ensure gender-responsive implementation, including by fully implementing the

² The IPCC is an intergovernmental body of the United Nations which determines the state of knowledge on climate change through comprehensive scientific assessments published every 6 to 7 years.

³ <https://cdkn.org/story/cop27-offers-mixed-news-social-inclusion-climate-policy>

[enhanced Lima Work Programme on Gender \(LWPG\)](#) and its Gender Action Plan (GAP). The [Sharm-El-Sheikh Adaptation Agenda](#) for global transformations towards adaptive and resilient development, and the just transition decision text do not, however, mention the GAP or gender equality in climate adaptation plans or proposed outcomes.

A [review of the LWPG GAP](#) acknowledges progress in integrating gender considerations and in understanding gender equality as related to unequal access to and control over power, resources, human rights and institutions (UNFCCC 2022). This is echoed in reports that suggests GAP is a [driving force for the inclusion of gender equality ambitions](#) in country Nationally Determined Contributions and National Adaptation Plans (CDKN 2022, NAP Global Network 2022). Challenges include gaps in evidence, discriminatory social norms, a continuing lack of dedicated financial support, the negative impact of the pandemic on gender equality, the need to build capacity of government officials and key stakeholders, and the lack of resources given to integrating gender equality in climate change processes (UNFCCC 2022b, NAP Global Network 2022).

A [Global Stocktake](#) is assessing the collective progress countries have made to achieve the objectives of the Paris Agreement. Four assessment reports will inform the Global Stocktake: the state of GHG emissions; the state of adaptation efforts; the overall effect of NDCs; and finance flows, means of implementation and the mobilization and provision of support. The process appears more open than COP negotiations and could represent an opportunity to advance women's economic empowerment.

Climate finance is evolving in terms of how finance goals are calculated, the integration of gender and justice lenses in financing, and the reform of multilateral institutions. In line with the Paris Agreement, a process for defining a [New Collective Quantified Goal for Climate Finance](#) (NCQG) post-2025, which aims to address inadequacies of the original \$100 billion per year climate finance pledge, was discussed at COP27. COP27 also established that a [Loss and Damage dedicated funding](#) arrangement will be created, under the UNFCCC, bringing an opportunity to [learn and apply best practices](#) in gender equality and women's empowerment from existing climate funds, avoid past failures and potentially be a [move towards climate justice](#). The urgency to reform multilateral development bank practices and priorities, including aligning and scaling up funding, was [discussed at COP27](#) and discussions will continue at COP28. Multilateral development banks such as the European Investment Bank and World Bank are already prioritising climate finance.

As host of COP28, the [UAE aims to mobilize action](#) around “accelerating emissions reductions while ensuring energy security” (see Annex 1 for full list of priorities). Activists have [criticised the move to appoint UAE oil chief, Dr Sultan Ahmed Al Jaber](#), the leader of Abu Dhabi's state-run oil company, as chair of climate talks and see fossil fuel interests as taking over the COP process. Christiana Figueres, the former Executive Secretary of the UNFCCC, is reported to have said the [UAE focus on carbon capture is direct threat to survival of vulnerable countries](#). The conference will be the first global assessment of progress since the landmark Paris Agreement in 2015 to limit global warming (see above on the Global Stocktake).

2.5 Climate Action since COP 26

Climate action that supports women's economic empowerment and the impact of women's economic empowerment on climate action takes many forms. The following are examples of approaches recent evidence shows are relevant to women's economic empowerment and climate action.

Net Zero: Since COP 26, net zero commitments increased from 30% of the world's economy to 90% by November 2021 (Cabinet Office 2022). However, many commitments lack credible action, and the world is currently still off track to meet net zero by 2050. Globally, current commitments in NDCs for 2030 are estimated to reduce global emissions between 5 and 10 per cent compared with the need to

reduce emissions by 30 to 45 per cent (UNEP 2022). The top seven emitters (China, United States, India, EU, Indonesia, the Russian Federation, Brazil) accounted for about half of global greenhouse gas emissions in 2020 (UNEP 2022).

Just Transition: It is estimated that the transition to a low carbon economy will result in a net gain in jobs, but there are likely to be delays and geographic disconnects between job losses and job creation, which means that unemployment may rise in some regions, sectors or roles, while it decreases in others (Stevenson and Bortes 2021). The Glasgow Climate Pact, an outcome of COP 26, linked the phase down of fossil fuels with targeted support to the poorest and most vulnerable for support towards a just transition. Sixteen high income countries signed a [Just Transition Declaration](#), setting out six principles (supporting workers, social dialogue, economic strategies, decent work, supply chains and reporting) and committing to gender equality, racial equality and social cohesion; protection of the rights of Indigenous Peoples; disability inclusion; intergenerational equity and young people; women and girls; marginalised persons' leadership and in decision-making; and recognition of the value of their knowledge and leadership (UK COP 26 2021). Countries including Serbia, Costa Rica, and Zimbabwe are building an evidence-base on the socioeconomic impacts of a green transition including identifying targeted measures for women and informal workers (UNDP 2022).

Carbon Markets have seen huge growth over the past couple of years. The value of government 'cap-and-trade' global markets grew by 164% in 2021 (Chestney 2022) and the Voluntary Carbon Market nearly quadrupled to \$2 billion by mid-2022 (McKinsey 2021). This is despite growing controversy about carbon credits, for example the claim that more than 90% of rainforest carbon offsets by the biggest certifier do not represent genuine carbon reductions (Greenfield 2023). Women often play significant though unvalued and unrecognised roles in carbon offset projects (Phillips and Jenkins 2022). Women are less likely to be able to meaningfully participate in Emissions Trading Schemes as they are less likely to have senior roles in government and sectors such as the energy sector, as well as less time to attend consultation meetings due to unpaid care work responsibilities (World Bank 2021). As part of a move for higher integrity in the voluntary carbon markets, gender equality was established as one of the key requirements for assessing the social and environmental integrity of carbon credits in the Core Carbon Principles (IC-VCM 2023).

Environment, Social and Governance (ESG) reporting and investment have also significantly increased in recent years, with ESG assets on course to make up 21.5% of total global assets under management in less than 5 years (PwC 2022). A PwC worldwide survey of 250 institutional investors and 250 asset managers (representing nearly half of global assets under management) found that nine in ten asset managers believe that integrating ESG into their investment strategy will improve overall returns, and three-quarters of investors would pay higher fees for ESG funds (PwC 2022). Gender equality, diversity and inclusion are included within the 'S' in ESG, with the recognition that firms with higher gender diversity on their board of directors are more profitable, and companies which are less inclusive may pose risks for investors (S&P Global 2020).

Gender-Smart Climate Financing: Climate finance and gender lens investing are growing. Climate finance is valued at [USD 23 trillion in emerging markets alone by 2030](#), following government pledges to the Paris Agreement. From 2018 to 2020, [USD 7 billion was invested with a gender lens](#) in over 200 businesses in the developing world by the G7 development finance institutions, with another USD 3 billion mobilised by private investors. [Inclusive and gender-smart climate finance](#) shows investors can use a gender, climate and justice lens to centre frontline, underrepresented and underserved communities in investment.

A UN Global Early Warning System for All is proposed to support people who need to know that hazardous weather or climate events are approaching, and to inform how governments, communities and individuals can act to minimize impacts. UN Secretary-General António Guterres announced the

[Executive Action Plan for the Early Warnings for All initiative at COP27](#) and called for initial investments of \$3.1 billion between 2023 and 2027. A [compendium of multi-hazard early warning cooperation](#) identifies county-specific challenges and good practices on cooperation arrangements to strengthen forecasting capabilities, early warning coverage, and systems to act on them.

Climate litigation is increasingly being used to enforce or enhance climate commitments made by governments and against fossil fuel companies and corporate actors from food and agriculture, plastics, transport and finance sectors (Setzer and Higham 2022). The [number of climate change-related cases](#) has more than doubled since 2015, reflecting the urgency and need to increase ambition and action from countries and business⁴. Emerging evidence (Sato et al 2023) quantifies climate litigation risk as a financial risk with climate litigation filings or unfavourable court decisions reducing firm value by -0.41% on average with bigger effects through cases against the largest emitters and cases involving novel legal arguments. Areas likely to see more climate litigation include “cases involving personal responsibility; cases challenging commitments that over-rely on greenhouse gas removals or ‘negative emissions’ technologies; cases focused on short-lived climate pollutants; cases explicitly concerned with the climate and biodiversity nexus; and strategies exploring legal recourse for the ‘loss and damage’ resulting from climate change”. (Setzer and Higham 2022, p.1).

Climate Activism: Direct action continues by young climate activists from all over the world, and by organisations such as [Extinction Rebellion](#) and the youth-led [Sunrise Movement](#). At a Youth COP preceding the main COP27, [1,100 young people were trained in negotiations](#) and 27 of them joined their national delegations. Activism can come at a huge cost though with Global Witness (2022) reporting that [200 land and environmental defenders were killed in 2021](#), within a wider context of threats and violence against defenders by governments, businesses and other non-state actors.

Decarbonisation, renewables and energy security: COP27 saw the launch of the [Breakthrough Agenda](#), 25 new collaborative actions to be delivered by COP28 to speed up decarbonisation under five key sectors of power, road transport, steel, hydrogen and agriculture. Despite the urgency for decarbonisation, there are concerns that energy security and the role of the oil and gas industry, including [UAE’s plans to expand oil and gas production](#), will derail efforts to transition to renewables. The International Energy Agency (2022) found the Ukraine conflict has acted as a catalyst for clean energy transition, demonstrating the fragility and unsustainability of the current energy system. While just and inclusive energy systems are a possibility, there is an increased risk of geopolitical fractures and new international dividing lines relating to energy transition (IEA 2022).

Agriculture and food security featured at COP27 with efforts to step up action to cut greenhouse gas emissions and adapt to climate change in the agriculture sector. This included agreement on [a new four-year plan on Agriculture and Food Security and a new initiative aimed at scaling up finance to transform agriculture by 2030](#). Activists and NGOs have, however, [criticised climate-smart agriculture](#) (CSA) outcomes of COP27 as meeting the needs of corporate interests rather than reducing emissions and increasing resilience. [Criticisms centre on](#) the focus on technologies and incentives rather than actions that reduce the huge climate footprint of corporate agriculture, reduce diet-related diseases or increase food security and climate resilience in the long term.

Care Economy: Relatively little attention has been paid to how care work is affected by climate impacts or to alleviating or transforming existing distributions of care work (Arora-Jonsson et al 2022). Responding to the intersecting crises of climate, ecological breakdown and inequality requires redesigning the economy around care: caring for the earth and its ecosystems, caring for the people who currently inhabit it, and caring for future generations (Diski 2022). Investment in the care

⁴ See also <https://www.bbc.com/future/article/20211207-the-legal-battle-against-climate-change> and <https://www.theguardian.com/environment/2023/jan/04/why-2023-will-be-a-watershed-year-for-climate-litigation>

sector could create 2.7 times as many jobs as the same investment in construction and produce 30% less greenhouse gas emissions; the average job in health and care produces 26 times less greenhouse gas than a manufacturing job, over 200 times less than an agriculture jobs and nearly 1,500 times less than a job in oil and gas (Diski 2022). ‘Resilience’ was added to the 5R framework⁵ by UN Women in 2022 to recognise and address how climate change, natural disasters, conflict, economic shocks and pandemics increase the unpaid care and domestic workload (Clugston et al., forthcoming).

Climate Justice⁶: COP27 saw some movement towards climate justice, with for, example, the proposed Loss and Damage Finance Facility acknowledging the need to help vulnerable frontline communities impacted by the climate crisis to avert, minimize and address loss and damage. The [Secretariat for the Santiago Network on Loss and Damage](#) will include representatives of the women and gender, young people’s and Indigenous people’s constituencies. Learning from previous climate funds could help these fully address gender inequalities, racial justice and distributive justice.

3. The impacts on women’s economic empowerment

Women’s economic empowerment means having the ability to succeed and advance economically, and the power to make and act on economic decisions to enhance their well-being and position in the society (Calder et al 2020). The [Primer](#) provides further definitions, a conceptual framework and describes the evidence available at that time. The Primer identified ten opportunities to improve climate outcomes and address women’s economic empowerment (see Annex 2) based on the guidance from the UNFCCC Gender Action Plan and the evidence on women’s economic empowerment and climate change. New evidence since 2021 is framed under the ten opportunities.

3.1 Access to decent work and control over work-related decisions

Ensure women get decent jobs in green sectors and the transition to net zero

Women are still overrepresented in the lowest paid and informal jobs and are less likely to hold green jobs.⁷ There are still high gender gaps globally in economic participation and opportunity, which will take 151 years to close (WEF 2022). Only 62 women for every 100 men are considered to be ‘green talent’ (defined as LinkedIn members working in relevant green jobs or advertising their green skills on their LinkedIn profiles) (LinkedIn 2022). New evidence from OECD countries shows that men hold 72% of green jobs and, whilst there is disparity across OECD regions, women account for less than half of green jobs in all OECD regions (OECD 2023). At the same time, men hold 83% of polluting jobs in OECD countries and will be the more affected by their disappearance (OECD 2023).

⁵ The 5R framework answers the questions ‘how can’ – or ‘how should’ – patterns of care provision change. The WOW Helpdesk’s forthcoming Targeted Guidance on unpaid care and domestic work uses an adapted framework consisting of Recognise, Reduce, Redistribute, Represent and Resilience (Clugston et al. forthcoming).

⁶ Climate justice explicitly addresses gender inequalities, racial justice issues and distributive justice.

⁷ There is a lack of clarity and consensus around the term ‘green jobs’ (OECD 2023). Top-down approaches define green jobs as any job in an environmental sector (this could include e.g. an HR position in a renewable energy company), whilst bottom-down approaches define green jobs as a job which includes tasks that require green skills (this could include e.g. an ESG specialist in an investment bank).

In Africa, women are well positioned to access new green jobs in sectors such as agriculture, fisheries and tourism (UN Women and AfDB 2021). However, their participation is higher in sectors that will create low-end jobs with poor working conditions, low-pay and low stability (e.g. forestry and waste), and lower in sectors that will create ‘good’ green jobs (e.g. renewable energy, transportation and construction) (UN Women and AfDB 2021). Women in Africa continue to face constraints in accessing green jobs such as gender segregation in education and employment, lack of access to formal-economy work, financing gaps, as well as social norms that leave women shouldering the bulk of unpaid care work (UN Women and AfDB 2021).

Policy interventions are needed to ensure diverse groups of women can access decent jobs in green sectors (see case study 1). These include policies relating to reskilling and upskilling women for green jobs in sectors that they are already working in (e.g. agriculture and forestry), nurturing women’s networks in male-dominated green sectors (e.g. construction, energy and transportation), supporting women’s transition to the formal economy (e.g. by organising women into cooperatives) and broadening the concept of green jobs to include sustainable forms of work such as care and social work (CARE International 2022; UN Women and AfDB 2023).

Case Study 1: Ghana’s National Green Jobs Strategy (2021 – 2025) identifies women as a priority group, particularly for skills development. It sets quotas for women’s participation in green skills trainings and support women’s participation in green entrepreneurship development through business development services and finance.

Enhance education and skills for women workers

Education and skills building are still needed for women workers to participate in the green economy. New evidence from OECD countries finds that regions with higher proportions of green jobs are correlated with higher shares of scientific, technical and information activities in the region, and a higher share of population with tertiary education (OECD 2023). Any education and skills building intervention also needs to consider social norms. For example, in Indonesia’s shrimp farming sector, men have been able to participate in government-run programmes for skills development whilst women weren’t able to participate due to unpaid care work responsibilities, limiting their employment in the sector to informal, insecure and low-value jobs (UN Women 2020). In general, there is a growing recognition of the need to ensure women workers are protected from violence, exploitation and harassment, although no evidence was available in relation to green jobs.

Champion women innovators and entrepreneurs in the green economy and transition to net zero

There is increasing momentum for supporting women-led start-ups in green sectors with climate finance (see case study 2). Women represent an untapped market potential for climate finance as 85% of women-owned businesses have unserved or underserved credit needs (2X Challenge 2023). USAID and Amazon have recently launched the Climate Gender Equity Fund with an initial commitment of \$6 million to increase access to climate finance for gender-responsive, women-led, women-owned, and women-benefiting organizations that address climate change (ClimateLinks 2023). Carbon credits and payments for ecosystem services (PES) are also increasingly being explored to give financial benefits to women entrepreneurs in green sectors such as forestry. For example, the Mangoro Market Meri (‘Mangrove Market Women’) project in Papua New Guinea is helping women working with mangroves to develop and trial their business and conservation ideas, access leadership, financial literacy and business and conservation

Case Study 2: Shea butter provides employment and income to more than three million women in West Africa. For women to benefit from this high-value-added market, investment in transforming and upgrading quality standards along the value chain are essential as well as support for bio-certification to be able to export shea products. In Côte d’Ivoire, [UN Women has supported 1,900 female shea butter producers](#) in obtaining the ECOCERT organic certification. As a result, they can now access the EU and US markets, increasing their price from €1.50 to €3.95 per kilogram.

management, as well as exploring the possibility of linking them with carbon markets for larger scale economic benefits in exchange for sequestering ‘blue carbon’ through their work with mangroves (The Nature Conservancy 2022).

Policy and programmatic interventions can also be used to support women climate entrepreneurs.

In Kenya, Senegal, and South Africa procurement reforms are promoting preferential access to public contracts for women-led businesses and building their capacity to access public tenders. Such initiatives, when applied to green procurement processes, can accelerate women-led businesses’ access to new green public markets (UN Women and AfDB 2021). The Accelerating Women Climate Entrepreneurs (AWCE) project has found that online platforms linking women climate entrepreneurs to investors, business coaching and peer to peer learning, and incubation programmes can support women climate entrepreneurs in growing their businesses (ANDE 2022).

3.2 Access to and control over economic assets

Ensure women have access to and control over natural and communal assets

There is scarce data available on how women’s ownership, control and management of land has changed in recent years (Jenkins and Hearle 2023). A new FAO (2023) study, using data from 68 countries, demonstrates that legal protections for women’s land rights are low in 50% of countries.⁸ Even in countries with high or very high levels of legal protection for women’s land rights, additional efforts are often needed to ensure that women’s land rights are respected in practice. Sub-Saharan Africa and South Asia have the highest inequality between women’s and men’s legal rights and secure access to land assets. In sub-Saharan Africa 30% of women own land compared to 70% of men (CGD 2021). When looking specifically at agricultural land holders, the share of women ranges from 6.6% in Pakistan to 57.8% in Malawi, where matrilineal lines of inheritance are strong (FAO 2023).

Further evidence has emerged that securing indigenous rights and land tenure is an effective way of protecting the environment. A 2021 review of more than 250 studies found that deforestation rates in South America were up to 50% lower within areas under indigenous control than elsewhere (FAO and FILAC 2021). There is increased awareness of this, and funds have been pledged to protect indigenous land rights though the effectiveness of these funds remains unclear (see case study 3).

There is little evidence available to show whether indigenous women now have more secure land tenure or land governance decision-making power. However, in grey literature, indigenous women are increasingly recognised as key change agents. On the International Day of the World’s Indigenous Peoples, UN experts urged states to ensure effective legal protection of indigenous women’s rights to lands, territory and resources and promote the meaningful participation of indigenous women in the management and

Case Study 3: protecting indigenous land rights. At COP 26, governments and charitable foundations pledged USD1.7 billion to indigenous peoples in recognition of their role in protecting land and forests. The aim was to support indigenous peoples’ capacity to govern themselves collectively, assist with mapping and registration work, back national land reform and help resolve conflict over territories. The 2022 Progress Report showed that only 7% of the funds delivered so far had gone directly to Indigenous Peoples and local communities, with around 50% channelled through intermediaries such as INGOs. It’s unclear how much has gone directly to indigenous women.

⁸ The study measures legal protections for women’s land rights via six proxies: (a) joint registration of land; (b) spousal consent for land transactions; (c) equal inheritance rights for women and girls in estate successions; (d) allocation of financial resources to strengthen women’s landownership; (e) the protection of women’s land rights to land under customary law (if recognised); (f) quotas for women’s participation in land governance. Legal protections are classified as “low” if less than two proxies are present, “high” if 5 are present and “very high” if six out of six proxies are present.

regulation of their lands and resources, and to support indigenous women in leadership roles (OHCHR 2022).

Ensure women have access to and control over digital technology

There has been little progress in women's access to digital assets. More than 372 million women in Low- and Middle-Income Countries still do not own a mobile phone, compared to 239 million men (GSMA 2022). In 2021, 59 million additional women in LMICs started using mobile internet, a significant drop from 2020 when nearly twice as many started (GSMA 2022). Women remain 7% less likely than men to own a mobile phone and are 16% less likely to use mobile internet (GSMA 2022). There is some evidence that COVID-19 accelerated the use of digital assets such as social protection digital accounts, but evidence is lacking on how this has affected women in particular (Jenkins and Hearle 2023).

Case Study 4: Women's Weather Watch, implemented by FemLINKPacific, provides real-time information on approaching storms and disaster management to women via community media and radio. It involves and consults women before, during and after natural disasters, and targets women in rural and remote communities, as well as disability and LGBTQI+ networks.

Women in agriculture still have significantly less access than men to agricultural inputs and technologies, including improved seeds, fertilizer, extension services and training, credit and mechanized equipment (FAO 2023). When men and women have equal access to new agricultural technologies, and the necessary enabling factors are in place, they are equally likely to adopt them (FAO 2023). One important enabling factor is whether technologies, such as heavy machinery, are designed with women in mind, which is often not the case (FAO 2023). Another factor is the perceived benefit to different family members: a study in Ethiopia found that women preferred to use solar pumps over traditional pumps as they were perceived to reduce domestic and field labour and be more beneficial for their home-garden crops (Theis et al. 2018).

Build women's resilience to climate shocks

Integrating climate adaptation into social protection programmes, including cash transfers and public works programmes, would increase resilience to climate change, especially when supported by basic services and infrastructure, and benefit human health (IPCC 2023). However, research on social protection programmes that integrate climate-resilience objectives to address gender inequality is still nascent (Nesbitt-Ahmed 2023). There is a disconnect between gender equality practitioners and actors working on social protection and climate (FCDO and UNICEF 2021). A study on the Gandhi National Rural Employment Guarantee Scheme in India found that the social protection programme is not sufficient to offset ongoing impacts of climate risk in the 12 villages studied (Jordan et al. 2021).

3.3 Addressing gender specific constraints and barriers

Promote women's leadership in climate processes and in business

Despite evidence of the benefits and greater policy commitments, women's leadership in climate policy remains limited. The proportion of women delegates at UNFCCC COP meetings only rose by 8% and the proportion of women Heads of Delegation only rose by 3% between 2009 and 2021 (WEDO 2022). COP27 saw a similarly low number of women delegates. The proportion of women IPCC authors has increased from less than 5% in 1990 to more than 20% in the more recent assessment reports (Gay-Antaki and Liverman 2018). Some women authors reported feeling poorly represented and heard facing multiple and diverse barriers associated with race, nationality, command of English language, and disciplinary affiliation.

At a regional level, a literature review demonstrates that, while women’s influence on climate change related decisions is growing, barriers remain (Kovaleva 2022). The review explores the needs and potential for gender-balanced leadership/ empowerment in adaptation and mitigation. At the national level, according to the NAP Global Network Synthesis Report, only a few countries place women as agents of change rather than victims and indicate their empowerment as a priority in adaptation measures. Barriers identified include women’s confidence in their ability to participate, social and professional experience, accumulated career capital, networks and contacts, and women’s low socio-economic status (NAP Global Network 2022).

In business, evidence is growing that women’s leadership strengthens climate innovation and improves climate outcomes. A study of over 6,000 companies in 46 countries (Kreuzer and Priberny 2022) showed that boards with a higher share of female members emit a lower amount of greenhouse gases. Similarly, a study of firms from 43 countries from 2005 to 2019 found that firms with more gender-diverse boards have a lower carbon footprint (Rjiba and Thavaharan 2022). A recent study found that a one percentage point increase in the share of women managers leads to a 0.5 % decrease in CO2 emissions (Altunbas et al. 2021), while banks with more gender-diverse boards provide more credit to greener companies and lend less to firms with high pollution intensity (Gambacorta et al. 2022). A recent study on the gender dimensions of disaster risk and resilience outlines the critical role that women play in preparedness, response, and recovery efforts, with the formalization of their participation leading to better outcomes (Erman et al., 2021).

Case Study 5: Women’s leadership in business. A study of data from 159 global companies, identified by the Climate Action 100+ initiative as the largest corporate greenhouse gas (GHG) emitters, showed that companies with more gender diverse boards are: performing significantly better in 8 out of 9 climate action indicators; twice as likely to develop a decarbonization strategy, 25% more likely have likely to have medium and long-term GHG reduction targets; and significantly more likely to allocate future capital aligned to these targets (Subramanian and Wayth 2021)

Engage women’s organisations in climate processes

New evidence on engaging women’s organisations was not found within the scope of this update. There is, however, increasing evidence on the importance of indigenous knowledge in designing effective climate change action. A study found that Indigenous knowledge systems (IKS) are already contributing to climate change adaptation, especially in African and Asian indigenous communities (Mbah et al. 2021). A systematic review found that households and communities apply IKS, for example, to adaptive processes such as forecasting weather and determining agricultural practices (Mbah et al. 2021). The review notes that while the indigenous adaptation strategies derived from IKS are not perfect, the practices tend to be sustainable and affordable.

Collaboration and coproduction of knowledge with indigenous communities can support economic transitions toward sustainable use of natural resources and diverse local economies, and potentially reduce violence and conflict (Brondízio et al 2021). A literature review (Mbah et al. 2021) describes how rapid expansion of extractive frontiers (e.g., large-scale agriculture and mining, industrial fishing, deforestation, hydropower, and oil and gas production) encroaches and endangers Indigenous lands. Objection to these industries is often portrayed as opposing economic development, not as preventing environmentally damaging activities. Indigenous peoples in particular increasingly find themselves on the frontlines of conflict and violence facing increasing intimidation, criminalization, and violence, including assassinations of leaders (Global Witness 2022).

Change the rules and challenge social norms that create barriers to women's economic empowerment and climate resilience

New evidence describes how the political empowerment of women (including civil liberties, participation in civil society and participation in political debates) reduces vulnerability to climate change. A study in 169 countries (Asongu et al. 2022) shows that the underlying effect is most pronounced in upper middle income, Latin American, small and fragile countries, and that women's political empowerment generally leads to increased public spending on education, effective governance and education through which vulnerability to climate change is reduced.

Intersecting identities shape women's participation in climate change adaptation programmes, with identities based on caste, religion and socio-economic status impacting on different women's experiences. A case study on the relationships between gender, caste and ethnicity reveals how intersecting identities affect women's participation in climate change adaptation programmes in Nepal (Ranjitkar and Haukanes 2022). Women's gender identities generally facilitated their participation in climate change adaptation programmes, however, power relations associated with caste/ethnic identity created barriers for marginalized women.

Social norms, power dynamics, and gendered rules are embodied in an economic system that drives the climate and inequality crises and ignores the care economy (Women's Budget Group and Women's Environmental Network 2022). The current economic system relies on but does not value care work (paid and unpaid) and a rewiring of our economic system to care for and invest in people and the planet is necessary. Mitigation and adaptation strategies tend to prioritize the biophysical environment and technical fixes while ignoring unpaid care work, according to an Oxfam literature review on the existing and potential effects of climate change interventions (Arora-Jonsson et al 2022). The review identifies ways that climate interventions exacerbate or fail to redress care work burdens and inequalities.

Evidence is growing on the links between climate change and GBV. A systematic review of extreme events and their effect on GBV experienced by women, girls, and sexual and gender minorities showed an increase in one or several GBV forms during or after extreme events. This was often related to economic instability, food insecurity, mental stress, disrupted infrastructure, increased exposure to men, tradition, and exacerbated gender inequality (van Daalen et al. 2022). The review recommends further high-quality mixed methods research with ethnographically diverse, longitudinal cohorts comparing changes in GBV levels before, during, and after an event and exploring mechanisms through which extreme events link to GBV and inform the design and implementation of climate-resilient, context-specific, and sexual-responsive and gender-responsive interventions.

Case Study 6: Climate change and GBV

The Plan International Lake Chad Programme Strategy 2018-2030 is a joint initiative in Cameroon, Niger, Nigeria, and West and Central Africa to scale up GBV responses given severe safety concerns arising from climate change and the scarcity of resources in the Lake Chad Basin. It aims to meet humanitarian needs, strengthen resilience, and address the underlying causes of GBV through the provision of quality services and safe spaces, community engagement on safety, and long-term social norm change (GBV AoR Helpdesk, 2021).

3.4 Data, evidence and analysis

Use gender analysis to better understand context, intersectionality and power dynamics and design better climate change responses and a more just transition

Evidence continues to demonstrate the gender-differentiated effects of climate change (e.g. Deininger et al 2023). A recent [World Bank report on gender and climate change](#) summarises evidence on the gender differentiated effects of climate change and on financing and investment; institutions,

policy, and regulation; and high impact themes, including green employment and entrepreneurship, social safety nets and livelihood diversification, resilience building and disaster risk reduction, and GBV.

There is growing recognition that gender data is an essential tool to strengthen climate adaptation and resilience, reduce and redress loss and damage, and advance countries' progress on climate goals and strategies (Data 2x, IISD and WEDO 2022). Several organisations and alliances are aiming to tackle this. E.g [Data2X](#) works towards improving gender data investment, improving access to gender data, encouraging its use, and catalysing demand for it. Microsoft and the Open Data Initiative support a climate resilience peer-learning network working to collect, share and/or use data on climate resilience and sustainability including women's organisations. [The WEE Measurement Learning Collaborative](#) aims to improve the quality and relevance of women's economic empowerment measurement tools and indicators and advance understanding and use of women's economic empowerment measures for research and action.

Case Study 7: Data Feminism is a new way of thinking about data science and data ethics informed by intersectional feminism. Data feminism is based on D'Ignazio and Klein's (2020) work which describes key principles as: examining and challenging existing power dynamics; elevating emotion and embodiment; rethinking binaries and hierarchies while embracing pluralism; considering context; and making labour visible (Vaitla, 2023).

4. Recommendations

4.1 Recommendations for FCDO, other UK government departments and business

Since April 2021, the impacts of climate change have become more devastating, the global economic context more challenging and women’s rights have rolled back. New evidence reinforces the opportunities presented in the primer to enhance women’s economic empowerment in climate change action and ensure better climate action through women’s economic empowerment. Figure 1 presents a revised framework with the original ten opportunities for action. Based on evidence since April 2021, the framework includes an overarching level with actions on data and evidence, gender-responsive climate change policy, and gender-smart and just climate finance.

WOMEN’S ECONOMIC EMPOWERMENT AND CLIMATE CHANGE: A FRAMEWORK FOR ACTION								
EVIDENCE Use gender data, evidence and analysis to better understand context, intersectionality and power dynamics and to design better climate change responses			POLICY Ensure gender-responsive policy and programming by raising the profile and fully implementing the Lima Work Programme on Gender and its Gender Action Plan which place WEE and the just transition as central to climate policy and action			FINANCE Advance gender-smart and just climate finance through existing climate funds, new initiatives and in the reform of multilateral development banks and international finance institutions		
PROGRAMMING								
Address gender-specific constraints and enablers			Access to decent work and control over work-related decisions			Access to and control over economic assets		
Promote women’s leadership in climate processes and in business	Engage women’s organisations, especially indigenous women, in climate processes	Change the rules and challenge social norms that create barriers to WEE and climate resilience	Ensure women get decent jobs in green sectors and the transition to net zero	Enhance education and skills for women workers in the green economy	Champion women innovators and entrepreneurs in the green economy and transition to net zero	Ensure women have access to and control over natural and communal assets	Ensure women have access to and control over digital technology	Build women’s resilience to climate shocks

Figure 2: Women’s Economic Empowerment and Climate Change: A Framework for Action

4.2 Tools and examples of activities supporting women’s economic empowerment and climate change action

Table 1 gives further details on the revised framework for action (Figure 2) by summarising the new evidence under the opportunities for action, and providing new examples and tools that can be integrated into UK government policy and programming, and support action from the UK government and business.

Table 1: Evidence and opportunities for more and better women’s economic empowerment in climate change action

WOMEN’S ECONOMIC EMPOWERMENT AND CLIMATE CHANGE: A FRAMEWORK FOR ACTION	
GENDER DATA, EVIDENCE AND ANALYSIS	
<p>Use gender data, evidence and analysis to better understand context, intersectionality and power dynamics and design better climate change policy, financing, responses and a more just transition.</p> <p>New evidence continues to demonstrate the gender-differentiated effects of climate change. There is growing recognition that gender data is an essential tool to strengthen gender-responsive climate adaptation and resilience, reduce and redress loss and damage, and advance countries’ progress on climate goals and strategies. The private sector is supporting gender data and analysis in climate change action e.g. Microsoft and the Open Data Initiative support 7 women’s organisations in a Climate Resilience Peer-learning Network working to collect, share and/or use data on climate resilience and sustainability. On women’s economic empowerment specifically, The Centre for Global Development and Data2x are working on a WEE Measurement Learning Collaborative.</p>	<p>WEE Measurement Learning Collaborative convenes WEE experts across sectors to improve the quality and relevance of WEE measurement tools and indicators and advance understanding and informed use of WEE-related measures for research and action.</p> <p>The WOW Helpdesk’s Targeted Guidance on Measurement of Women’s Economic Empowerment includes debates and challenges in the field of WEE measurement, five key recommendations for measuring WEE in FCDO programming.</p> <p>Evidence-based Measures of Empowerment for Research on Gender Equality (EMERGE). An open access repository of survey measures on gender equality and empowerment including on women’s economic empowerment e.g. unpaid care/work, women's economic agency, gender norms, women's labour, financial inclusion, enterprise and entrepreneurship, training, paid work and control over resources, access to resources, digital inclusion.</p> <p>The IUCN Gender and Environment Resource Centre’s Environment and Gender Information (EGI) fills data gaps to support gender-responsive programming and policies in environmental and climate areas.</p> <p>Data2X’s The State of Gender Data highlights global progress and spurs investment in, and action on, gender data.</p> <p>WEDO’s Gender Climate Tracker App: information on policies, mandates, research, decisions, and actions related to gender and climate change.</p>

	UN Women’s Making Every Woman and Girl Count initiative supports accurate information on gender equality and women’s rights in order to inform policy and decision-making
GENDER-RESPONSIVE POLICY	
<p>Raise the profile and fully implement the Lima Work Programme on Gender and its Gender Action Plan which places women’s economic empowerment as central to climate policy and action.</p> <p>The LWPG states that “gender-responsive implementation of climate policy can enable Parties to raise ambition, as well as enhance gender equality, and just transition of the workforce and the creation of decent work and quality jobs” (UNFCCC, 2019, p2). New evidence shows that the GAP is driving the integration of gender responsiveness and greater understanding of gender equality as related to unequal access to and control over power, resources, human rights and institutions.</p>	<p>NDC Partnership’s Practical Guide Developing Gender-responsive NCD Action Plans provides an overarching framework for integrating gender considerations in national climate change planning and investment opportunities.</p> <p>Climate Change Gender Action Plans chart national ambitions for gender-responsive climate solutions that align with countries’ NDCs. By relying on national policy context analysis and mutual capacity building amongst national women’s organisations, gender experts and climate change decision-makers and practitioners, the methodology helps identify gender gaps and opportunities that lead to the co-creation of gender-responsive climate activities.</p>
GENDER-SMART AND JUST CLIMATE FINANCE	
<p>Advance gender-smart and just climate finance.</p> <p>Gender-smart and just climate finance can be advanced through existing climate funds, in the reform of multilateral development bank and international finance institution practices and priorities, and in implementing new initiatives such as the New Collective Quantified Goal, new Global Goal on Adaptation, the Food and Agriculture for Sustainable Transformation Initiative and Global Early Warning System for All. Evidence shows that climate finance and gender lens investing are growing, with moves to centre frontline, underrepresented and underserved communities in investment.</p>	<p>2X Global have developed a guide to Inclusive and gender-smart climate finance.</p> <p>The CDKN and WEDO guide on strengthening gender integration in climate finance projects includes examples, resources and recommendations to inform advocacy and action.</p>
PROGRAMMING	
ADDRESS GENDER SPECIFIC CONSTRAINTS AND ENABLERS	
<p>Promote women’s leadership in climate processes and in business.</p>	<p>Action Toolkit on Women Leading Climate Action A guide for the private sector and other institutions on how to implement a gender-responsive approach to climate action.</p>

<p>Despite greater policy commitments to women’s participation, the proportion of women delegates at UNFCCC COP, and scientists involved in IPCC reports remains low. At a regional level, women’s influence on climate change related decisions in Africa is growing, though barriers remain. In business, evidence is strong and growing that women’s leadership strengthens climate innovation and improves climate outcomes.</p>	<p>Online course: developing skills for women’s leadership in climate action. A Women4Climate online course which aims to empower and inspire women and girls to strengthen their leadership skills.</p> <p>Assessing women's leadership in disaster and climate resilience: a tool to assess women's leadership at the national, subnational, or organisational level by measuring women's participation, collective influencing and advocacy, enabling partnerships, capacity for supporting leadership, and funding.</p>
<p>Engage women’s organisations and women from Indigenous communities in climate processes.</p> <p>New evidence specifically on engaging women’s organisations was not found. There is, however, increasing evidence on the importance of indigenous knowledge in designing effective climate change action. Indigenous knowledge systems are already contributing to climate change adaptation, especially in African and Asian indigenous communities. Collaboration and coproduction of knowledge with indigenous communities can support economic transitions to sustainable use of natural resources, diverse local economies & potentially reduce violence and conflict.</p>	<p>The World Bank Indigenous Knowledge Toolkit gives decision-makers in government and donor agencies an overview of the concept of community-to-community knowledge exchanges, as well as practical approaches to their use.</p> <p>UNESCO resources on Indigenous Knowledge including Indigenous knowledge for climate change assessment and adaptation.</p>
<p>Change the rules and challenge social norms that create barriers to women’s economic empowerment and climate resilience.</p> <p>New evidence shows that the political empowerment of women reduces vulnerability to climate change. Intersecting identities shape women’s participation in climate change adaptation programmes, with caste, religion and socio-economic status impacting on different women’s experiences. Removing legal barriers can be complemented by legal reforms that promote gender equality and incentivize women to increase their economic participation. The current economic system drives the climate and inequality crises and ignores the care economy, which is low carbon. Mitigation and adaptation strategies tend to prioritize the biophysical environment and technical fixes while also ignoring unpaid care work. Evidence is growing on the links between climate change and GBV.</p>	<p>Engaging with the care economy: the GenderSmart & 2X Collaborative Care Economy Working Group 16 have prepared two guides for investors, employers, and corporate actors on the care economy and why and how to invest in the care economy.</p> <p>Climate change and GBV: what are the links? This GBV AoR learning brief describes the links between climate change and GBV, the global commitments and efforts to address climate change and the extent these efforts integrate attention to GBV and frameworks/approaches within the humanitarian system.</p> <p>Intersectionality resource guide and toolkit: a UN Women and United Nations Partnership on the Rights of Persons with Disabilities led collaborative initiative which aims to help organisations, individual practitioners and experts to address intersectionality in policies and programmes.</p>

ACCESS TO DECENT WORK AND CONTROL OVER WORK RELATED DECISIONS

Ensure women get decent jobs in green sectors and the transition to net zero.

Women are still overrepresented in the lowest paid and informal jobs and are less likely to hold green jobs. Evidence from Africa has found that whilst women are well-positioned to access green jobs in many sectors, their participation is higher in sectors that will create jobs with poor working conditions, low-pay and low stability, and lower in sectors that will create 'good' green jobs. Policy interventions are needed.

[Women and the net zero economy: a transition toolkit for businesses with global supply chains by the WOW programme](#) gives guidance to companies on how they can reduce their scope 3 emissions at the same time as economically empowering more women, including practical steps towards a gender-just net zero strategy.

[From Risks to Rewards: Overcoming the impacts of climate change on women in agricultural supply chains by the WOW programme](#) includes emerging responses and recommendations for how women could be supported to access green jobs in the agricultural and horticulture sectors.

Enhance education and skills for women workers in the green economy.

Education and training for women can address green-skills shortages and ensure women benefit from new and changing decent jobs in the transition to net zero. New evidence from OECD countries finds that regions with higher proportions of green jobs are correlated with higher shares of scientific, technical and information activities in the region, and a higher share of population with tertiary education. Interventions need to consider social norms and address violence against women in the workplace.

ILO conducted a [three-day training on Skills for a Greener Future in Ethiopia](#). Participants discussed environmental sustainability and decent work, the driving forces for skills change, employment and the green economy, and the role of social dialogue in boosting skills development for green jobs.

[Remote Energy](#) partners provide solar energy training programmes for women. This includes technical skills, mentoring and creating networking opportunities.

In Palau, the [FAO Sustainable Tourism Value Chain programme](#) focuses on improving the livelihoods of women producers whilst promoting their role in protecting Palau's heritage.

Champion women innovators and entrepreneurs in the green economy and transition to net zero.

There is increasing momentum for supporting women-led start-ups in green sectors, who remain a currently untapped market. This includes carbon markets and payment for ecosystem services. Evidence is emerging on how policy and programmatic interventions such as procurement reforms and business coaching can also support women climate entrepreneurs.

[WeClim Equally: Gender-smart handbook for climate programmes](#) provides guidance to climate incubators and accelerators on integrating a gender perspective into their programming and organisations.

The [2X Climate Finance Taskforce Toolkit on Gender-smart climate finance](#) explains how investors and fund managers can identify and prioritise gender-smart climate investments, risks and opportunities, including case studies.

ACCESS TO AND CONTROL OVER ECONOMIC ASSETS

Ensure women have access to and control over natural and communal assets.

The World Bank's [Toolkit on Integrating Gender in Land Projects](#) helps to build strategies and demonstrates good practices to overcome the legal, social, and structural barriers preventing women from exercising their land rights.

<p>Legal protection for women’s land rights is low and, even in countries with higher levels of legal protection, additional efforts are needed to ensure that women’s land rights are respected in practice. Further evidence has emerged that securing indigenous rights and land tenure is an effective way of protecting the environment. There is little evidence available to show whether indigenous women now have more secure land tenure or land governance decision-making power.</p>	<p>The International Land Coalition (ILC) Toolkit on Equal Land Rights for Women highlights ten tools to ensure gender justice in relation to land: Alternative reporting, gender evaluation criteria, participatory video making, legal aid, paralegal programmes, joint land titling, training and advocacy, community by laws, advocacy for joint land certificates, and advocacy for women’s inclusion.</p> <p>Indigenous women’s land rights: case studies from Africa shows that successful strategies for secure land tenure for indigenous women take a dual approach: both formally recognising customary land tenure regimes of indigenous peoples and creating space for negotiation and adaptation of customary regimes to benefit the entire community, particularly women.</p>
<p>Ensure women have access to and control over digital technology. Women in agriculture still have significantly less access than men to agricultural inputs and technologies. There has been little progress in women’s access to digital assets, with women remaining 7% less likely than men to own a mobile phone and 16% less likely to use mobile internet.</p>	<p>The Wi-Agri agritech platform is a “one-stop shop” for agricultural value chains in West Africa that offers financial services, market access, business training and extension services to smallholder farmers, wage laborers, buyers, small processing businesses and exporters, with women’s needs at the centre.</p> <p>Reaching and Empowering Women with Digital Solutions in the Agricultural Last Mile highlights some emerging best practices to increase women’s participation in digitised agricultural value chains.</p>
<p>Build women's resilience to climate shocks. Integrating climate adaptation into social protection programmes, including cash transfers and public works programmes, would increase resilience to climate change. There is still a disconnect between gender equality practitioners and actors working on social protection and climate, and research on social protection programmes that integrate climate-resilience objectives to address gender inequality is still nascent.</p>	<p>Webinar on gender-responsive social protection and the climate crisis. Leading panellists discuss how social protection has addressed climate change impacts and the gender-responsiveness and age-sensitiveness of policies and programmes.</p> <p>Gender Inequality of Climate Change and Disaster Risk in the Social Protection Sector uses an intersectional gender analysis to identify gendered climate and disaster risks in the social protection sector in the Caribbean, and opportunities for gender-responsive disaster resilience for policymakers.</p>

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Annex 1: UAE's four priority areas for COP28

Mitigation

- Work to triple renewable energy generation from 8 to 23 TW hours by 2030.
- More than double low-carbon hydrogen production to at least 180 million tons for hard-to-abate sectors.
- Transform food and agriculture systems through a greater investment in agri-tech, smarter water use & food production in accelerated time frame.
- Work with the energy industry to accelerate decarbonization, reduce methane and expand hydrogen.

Adaptation

- Protect the most vulnerable communities and most critical systems from extreme weather and biodiversity loss.
- Protect the rain forests and invest in nature-based solutions, such as mangroves, which act as powerful carbon sinks while protecting coastlines and preserving natural ecosystems.
- Ensure that our global food system is resilient to the changing weather patterns which threaten farmers around the world.
- Double adaptation finance for the Global South to \$40 billion annually by 2025.

Finance

- Make climate finance more affordable and accessible.
- Ensure that every concessional dollar is matched by \$2 or \$3 worth of private capital.
- Answer the call from the international community for an inclusive reform of the multilateral development banks and international financial institutions.
- To encourage this process, the UAE, as chair of the World Bank-IMF Development Committee, intends to play a proactive, supportive and facilitating role.

Loss and Damage

- Help the most vulnerable to rebuild after climate-related disasters.
- Together with the international community, build on the progress made in Sharm El Sheikh to fully operationalize the loss-and-damage fund.

Annex 2: Original opportunities to enhance women’s economic empowerment in climate change action

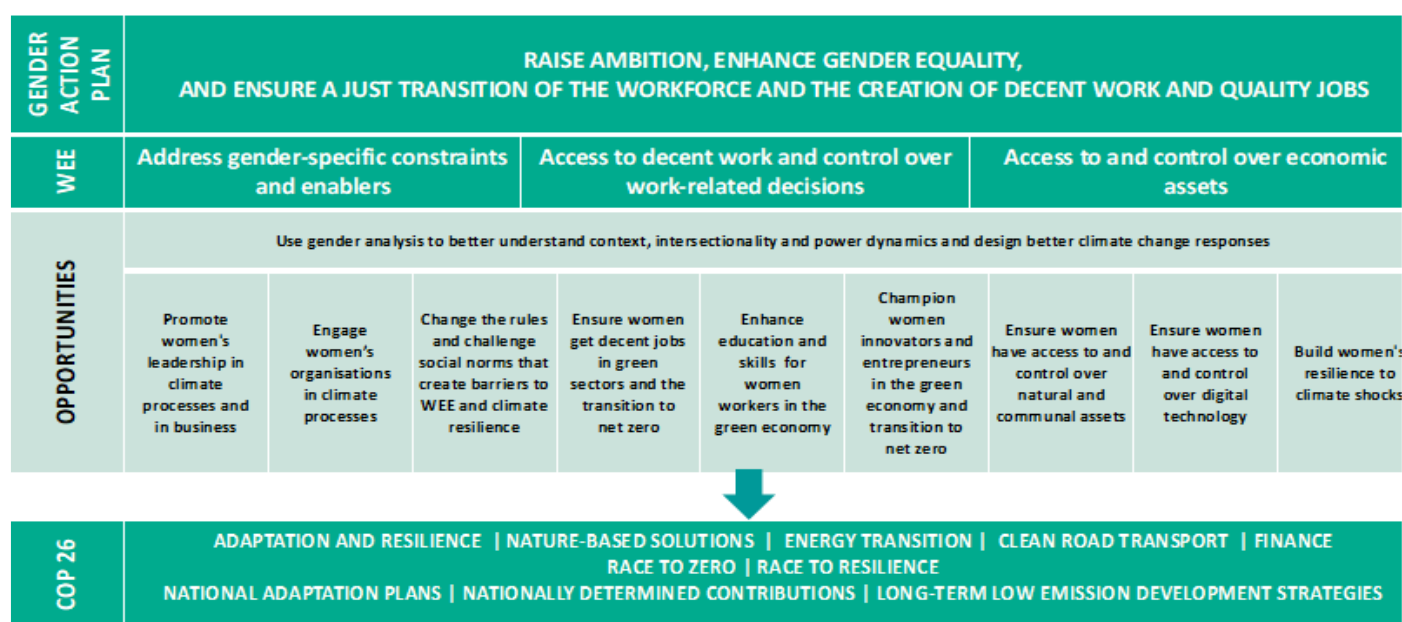


Figure 3: Opportunities to enhance women’s economic empowerment in climate change action (Livingstone and Jenkins 2021)

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